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CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

September 1996 #153

Billy Hogan, T. C. Stone, Tommy Ryan

Corruption Charges Rock Hoffa Slate

In July and August three members of the Hoffa-Hogan Slate, including Billy Hogan himself, were hit with corruption charges or trusteeships coming out of investigations by the federal court's Independent Review Board (IRB).

One of them, Ryan, is already off Hoffa's slate. Another, Hogan, says he is "considering his options."

Hoffa had to know of the corrupt deals when he put these

people on his slate. The investigations are all long-running and involved taking sworn depositions of numerous members.

The charges are numerous and form a picture postcard of the crime and corruption our union is seeking to clean out. Ryan is charged with embezzling union funds and associating with mobsters; Stone had the union buy \$40,000 Lincoln Towncars and then title them to himself

and his BAs; Hogan and 20 family members own a series of businesses in the industry he bargains with. All are charged also with violating the rights of working Teamsters.

Ron Carey says, "If you weaken the union through corruption, we're going to step in to protect members' rights. [Hogan and his family] have been working both sides of the street, and we're put-

ting a stop to it. The party's over."

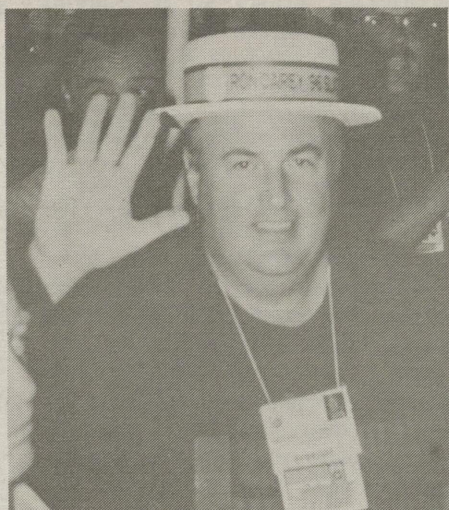
Hoffa Junior says it's a "reign of terror" coming out of a "plot" between the government and Ron Carey. He has, however, not challenged a single fact contained in the detailed IRB reports.

Read the facts on pages 8 and 9. You decide. Then get involved in the fight to clean up our union.

Wake Up and Join TDU

I attended my first Teamster Convention as an elected delegate, and it was apparent that the old guard is back in full force, they are organized, and money is no object. Let this be our wake up call. Wake up the Teamsters who read *Convoy Dispatch* but have never joined. Talk another Teamster into joining TDU. The old guard is knocking at the door. If we leave it up to the union officials we will go backward. It's up to you, the rank and file Teamsters, to move our union forward into the future. Talk to your fellow Teamster. Wake them up, and ask them to join TDU.

Michael Schaffer
Local 377
Youngstown, Ohio



TDU MEMBERSHIP APPLICATION

Name _____ Local # _____
Address _____
City _____ State _____ Zip _____
Phone (____) _____ Company _____
☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____ Optional: Spouse's name _____
☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.
☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)
☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.
☐ Check or money order
☐ Mastercard/Visa # _____ Exp. date ____/____/____
Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

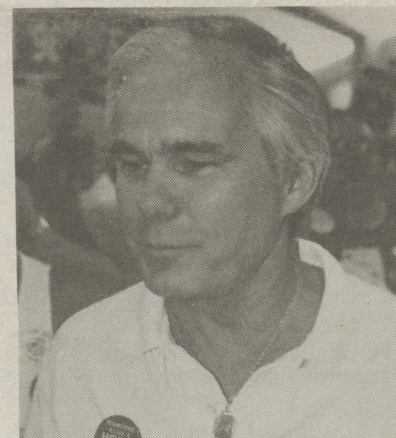
TDU membership is kept confidential from employers.
TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

"The local is being run for the benefit of its principal officer William Hogan Jr., President James M. Hogan, Recording Secretary Robert Hogan and their family and friends."

Independent Review Board Report on Local 714

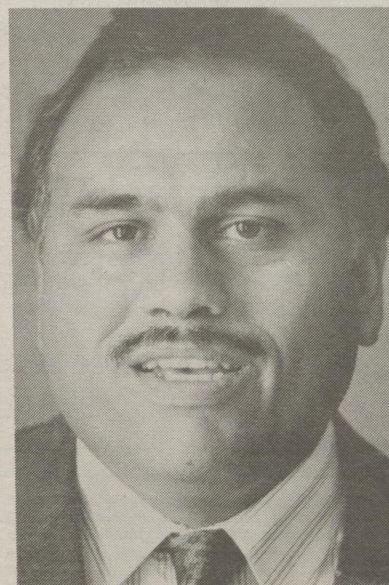
Would you
trust this man
with our
union's finances?

Junior Hoffa
does!



Local 714 Secretary-Treasurer William Hogan Jr., candidate for General Secretary-Treasurer on the Junior Hoffa slate.

See story page 8.



I'll Be There

John Riojas
International Vice President
At-Large
San Antonio, Texas

This will be my fifth TDU Convention, and I wouldn't miss it for the world. I encourage anyone who is interested in continuing the reforms we have won since 1991 to attend the convention in St. Louis Oct. 11-13. Come meet the rank and file leaders responsible for the democratic changes in our union. Take advantage of the many educational workshops. Hear General President Ron Carey speak, and meet officers who haven't forgotten where they came from and who put them into office.

Using Our Resources to Build Our Union

Organizing Report to Convention

Report to the Teamsters 25th International Convention by the Organizing Committee (excerpts).

Note: This report was approved and recommended by the convention's Organizing Committee. Due to disruptions of the convention, this report was not able to be approved by the convention delegates.

In the U.S. today, unions represent only one in 10 private sector workers. If current trends continue, that will fall to one in 20 within the not-so-distant future.

In 1973, unions held 9,000 NLRB elections for 600,000 workers.

In 1995, that was down to 2,700 elections for just 160,000 workers.

Here's what this boils down to: the labor movement only tries to organize 15 out of every 10,000 workers every year!

We Teamsters account for about one-third of all representation elections in the labor movement.

We can be proud of what we are doing, but we want—and need—to do more.

What We've Done

Teamsters have much to be proud of in the last five years:

- After 16 years of decline, membership in the Teamsters union increased in 1995.
- After 40 years of trying unsuccessfully to organize Overnite, over 100 local unions and the International union have helped Overnite workers establish their first union foothold in that bastion of nonunion freight.
- We trained and involved over 3,000 rank and file volunteer Teamster organizers to help in our organizing efforts.
- We successfully organized the first large airline company in a decade—America West—even after they fired 380 of the eligible mechanics.
- We won the largest NLRB election of 1993—1,800 Rhode Island Hospital workers.
- We recently organized 2,862 employees in the largest school district in the U.S.—in Los Angeles.
- We have revived our public sector organizing and can look forward to greatly expanded activity in the next few years.
- We have started a local union rebuilding program with 32 principal officers so far participating in organizing seminars.

- The International union trained almost 150 local union organizers and has started to build a local union organizing network.

- The International union has provided key assistance to locals in fights with national employers, such as the recent Fleming Foods victory in North Carolina with Local 391.

What We Need to Do

1. Resources. Over the last six months, the International union has conducted a series of seminars on organizing among principal officers.

Our committee heard reports from several principal officers who participated. They have taken specific, difficult steps to increase the resources necessary to organize. Some passed special dues assessments—from \$2 to \$5—earmarked for organizing. Some raised money through a D.R.I.V.E.-like check-off. Some had funds in their local and dedicated them to organizing. Some restructured their staffing to open up full-time organizer slots. All of them committed themselves to spending at least 15 percent of their revenue on organizing within the next three years.

2. Organizers. It is not enough to simply provide more resources. Our locals need organizers who can do the job.

We heard from many locals that we need to have full-time, dedicated organizers. We cannot compete on an equal footing with professional union busters with part-time organizers, no matter how talented or energetic.

The record over the last few years shows there are countless eager, dedicated, willing Teamsters who want to serve as organizers.

We need to identify them through our volunteer organizer programs.

The International union and locals have sent many recruits to the AFL-CIO Organizing Institute's three-day programs to further identify good prospects and we encourage our locals to make greater use of this valuable resource.

The International union should continue its "project organizer" program, giving rank-and-file Teamsters the opportunity to develop their skills.

3. Volunteers. We need to recruit, train, and enlist at least 10,000 Teamster volunteer organizers.

Reports from many locals show that members and retirees are more than

ready to help organize "worker to worker." They just need to be asked, educated about the importance of organizing, and given assignments they can carry out.

4. The Plan. Besides all this, we have to have a plan—at the local union, Joint Council, and International levels.

To pull locals together, the Construction Division and the Organizing Department have started an industry-wide waste-hauling campaign where locals are supporting each other in bargaining and organizing. We heard from other divisions who are starting to do the same kind of strategic organizing, like the Warehouse Division at C&S, in the Toma-Tek campaign, and in the apple warehouse campaign. We need to begin cross-border organizing of common multinational corporations.

We also encourage each local union to develop an organizing plan, with goals, targets, a volunteer committee, dedicated organizers, and the resources necessary to get the job done.

International Union Support for Local Union Organizing

It is the responsibility of the local unions to organize in their jurisdictions as much as possible. Locals on their own carry out much of the small-unit, single-site, Teamster organizing—and with pretty good success. During the last four years, we won 42.6 percent of 917 NLRB elections every year, with an average of 37 workers in each unit.

We are encouraged to hear about many ways the International union is expanding such support:

- Strategic planning.
- Coordinated bargaining.
- Assistance in first contract bargaining.
- Organizing education and training for newly-elected officers.
- Research and legal assistance.

We strongly support the basic International union approach: where a local commits itself to spending its own resources to organize, the International will share in the costs of the campaign. That way, we are all adding to Teamster resources and efforts to organize.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, San Antonio Local 657
Diana Kilmury, Vancouver, B.C., Local 155
Michael Ruscigno, New York Local 802
Michael Savoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Frieda Burgan, Phoenix Local 104
Mike Caffrey, New York Local 868
Mike Turnure, Minneapolis Local 320

Members:

George Beam, Lexington, Ky., Local 651
Patricia Franks, Allentown, Pa., Local 773
Gillian Furst, Minneapolis Local 1145
James Jacob, Providence, R.I., Local 251
Homer Lambert, Chicago Local 743
Patrick McBride, Tacoma, Wa., Local 599
Lucio Reyes, Stockton, Calif., Local 601

Alternates:

Bob Blanchet, San Jose, Calif., Local 287
Alex Adams, Cleveland Local 407
Willie Smith, Columbus, Ohio Local 413

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1995 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

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How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

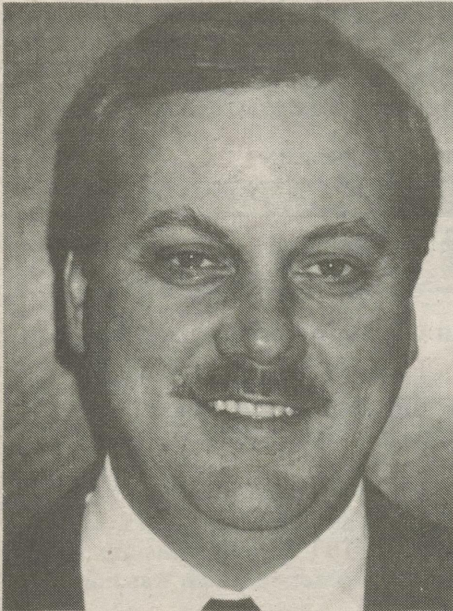
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New Technology: Brave New World At UPS?

Robots are running assembly lines in the auto plants, computers replace telephone operators, and hundreds of thousands of workers are laid off. Management uses technology to speed up work, eliminate jobs, control workers more intensely, and undercut unions. But this couldn't happen at UPS, could it? Technology just doesn't lend itself to package handling and delivery.

Think again:

- DIAD's replace clipboards and we get a surge of carpal tunnel



KEN HALL, IBT Small Packages Director, will be at the TDU Convention to meet with members and discuss the upcoming contract. For more information and to register see page 12.

syndrome injuries.

- Then the DIADs are connected to cellular phones which track drivers and enter the data into a computer. The data allows UPS to tell a driver exactly when to do everything—even more than they order us around now. The data also allows UPS to produce "scab maps" to show new drivers how best to drive a route on any particular day.
- Ring-mounted scanners (weighing enough to cause wrist, elbow and shoulder injuries) scan barcode labels as trailers are unloaded and the package is automatically sorted to the proper belt. Who needs human sorters?
- Packages are scanned as they are loaded on package cars, and the information is compared by a computer to previous loads for the past three years. The result: a "scientific" calculation of how many hours it "should" take to deliver the load, which will be harder to fight in the grievance procedure.
- Pickups scanned as they go onto the conveyor belts show exactly how many half loads and how many full trailer loads will be needed, giving UPS the incentive to hire sub-contractors and temps to deliver "extra" half loads. Who needs full-scale feeder drivers?

If this sounds like science fiction, be aware that UPS already has developed the technology to do all of the above. As we prepare for the 1997 contract negotiations, we need to be developing

new contract language so that any new technologies are used to make our jobs better and the union stronger. Otherwise, UPS will spring another surprise, like they did with the over-70 pound weight limit and Team Concept, denying that they have any changes in mind until after the contract is ratified.

New Technology Workshop

The TDU convention will have a

Sacramento Part-Timer News And Blues

Cari Perras

Local 150 shop steward

UPS Part Time, Sacramento, Calif.

Starting pay for part-time employees has not changed in 14 years, yet we handle packages that weigh more than twice what was once accepted. Despite the weight difference UPS has made no adjustments in the number of packages we are expected to handle per hour. Furthermore, there is a drastic difference in the quality of training, the importance of safety and regard for seniority. All in all, I have witnessed the steady decline of respect for the people who do the real work making the company a success—the rank and file workers!

In the Sacramento Valley hubs local management's arbitrary decisions have adversely affected a large number of employees. The grievance procedure has been helpful, but the company behaves like a firm of smooth but shark-like attorneys. They deadlock cases, stall, intimidate, fail to comply with requests for information and generally attempt to make life hell for those individuals who stand up for their rights.

Eight months ago UPS started hand-picking hourly employees, without regard to seniority, to participate in the Team Concept program. These employees were given considerable hours, eight hours a day during training. They were also allowed to "double" on other shifts as trainers. The company chose the lowest

workshop on the impact of new technology at UPS, led by Charlie Richardson of the Technology and Work Program at the University of Massachusetts. If you have information about new technologies UPS is using in your building, or if you want to learn about contract language which keeps management from gaining more control over us, the TDU convention is the place to be Oct. 11-13.

seniority employees to participate in the program, as they are the most impressionable employees. They had nothing to lose and everything to gain: special treatment by management, overtime, training, T-shirts and perceived authority. What better approach is there for attempting to weaken the union?

New employees often don't realize the importance of the union. They don't understand that it is because of the union that we have excellent benefits, paid holidays, sick days, vacation, a grievance procedure, a retirement plan, and a contract which gives us rights that non-union employees are not guaranteed. The grievance procedure itself gives us the right to confront UPS on violations of the contract and in many cases can net the grievant a pretty penny. In the case of Team Concept seniority violations, a well-documented grievance has been filed that includes almost 300 straight-time hours and over 100 hours of overtime. The case is currently pending, but the money will be spent on a BBQ for the Teamster employees when the case is won.

Well, Teamster brothers and sisters, that's the update on what's going on in the part-time ranks of the Sacramento Valley. Remember to look out for your Teamster co-workers and insist upon the union contract being upheld by the company. It's the only guarantee that we won't be treated like dirt!

Michigan Part Timers Organize

MetroDetroit part-timers have begun organizing a campaign for the upcoming contract. After reading the *Convoy-Dispatch* interview with Ken Hall a few months back, some part-timers got together to form "Local 243 Part Timers for a Better Contract (PBC)". Brother Hall said the key to

part-timers making real gains is for them to get involved in the contract campaign.

PBC meets after work; the most recent meeting included several part timers and two invited guests: a local Business Agent and a TDU organizer. They drafted a petition of contract demands to send a message to our union that part timers are getting involved. More importantly, it will send a message to UPS that they can no longer treat part timers as second class citizens in the 1997 contract.

Petition demands include:

- The creation of more full-time positions from existing part-time jobs.
- A substantial pay increase to close the two-tier wage gap, and pay/benefit parity for air drivers.
- The right to transfer to other centers without losing seniority or pay rate.
- Seniority credit for part timers who become full-time drivers.
- An increase in part-time pension and health and welfare benefits.
- An end to UPS's team concept, unless it is negotiated with our union.
- A 15-minute break plus an extra 15 minutes after six hours worked.

Local 243 part timers will soon have T-shirts carrying the message: "Part-time UPSer, Full-time Teamster," along with the IBT logo. In addition to the shirts and petitions they also plan to continue distributing leaflets at area centers to get out the message and to get many more part-timers to attend union meetings.



I'll Be There

Lisa DelDonna

Vice-President Local 822

UPS part time, Norfolk, Va.

I am an 11-year part timer at UPS. I have seen a lot of changes that effect part timers in the past three contracts: more part-time jobs but no monetary gains. If part timers would rally together we could create more full-time positions. With contract talks to begin this December a good place for us to get started is at the TDU Convention in October. See you in St. Louis.

UPS & Downs

Some Locals Block Members' Info.

The great majority of local unions with UPS Teamsters allow the International union to send informational bulletins, including bulletins regarding our UPS contract, directly to stewards. The stewards can then post and distribute these materials. It is a free informational service provided by our International union's Parcel Division.

Some locals refuse to put the steward code into the Teamster TITAN computer system, to block this service.

Management only wants us to hear their side. But why do some local union officials join in this treatment? Why don't they want us to be informed about our rights, about our contract and about our union?

Bike Delivery In Bakersfield.

Bakersfield is the third California city (Visalia and Fresno preceded it) to see UPS service by way of 10-speed mountain bikes. Afternoon pickups of overnight letters are being performed by a part-time employee on a bike. UPS classifies the worker as an "air walker." Twenty other UPS employees bid for the job until they found out it paid half of what they were already earning, leaving it to a holiday relief employee.

Production Push at Yellow Breakbulks

Yellow Freight is joining Roadway in stepping up the productivity push on dockhands and city drivers, and using a bogus "team concept" in the process. The Barstow, Calif., breakbulk is an example.

Since Article 20 of the NMFA is a good clause which precludes production standards, management finds other excuses to issue discipline. Article 20 indicates we must give a fair day's work for a fair day's pay but that no standard is in effect. Given the nature of the freight industry, it is impossible to specify a fair quota of work.

Hostlers are told they must make at least 15 complete moves per hour. Dock workers are "counseled" and then shadowed if they fall in the 20 percent who are designated "bottom producers." Of course, even among the best workers in the world, there will

always be a bottom 20 percent!

Letters are issued to the targetted Teamsters for not being in motion (?), being away from your work area without permission, or other petty excuses.

Many Teamsters are intimidated into going along with the scheme. On the day shift at Barstow, most dock workers are put into two and four person "teams." Those who don't make the team, so to speak, will find themselves shadowed and working some crummy loads.

Local unions need to organize in the terminals to get Teamsters united in resisting these "team" schemes to divide and weaken us. If we fail to do that, we may just find a production standard written right into the next contract, as the employers have wanted for years.



IBT FREIGHT DIRECTOR DENNIS SKELTON will be at the TDU Convention in St. Louis to meet with freight Teamsters. Skelton, pictured above (second from left) with Yellow freight workers in Richfield, Ohio, will be at the freight meeting on Sunday morning, Oct. 13. For more convention information, and to register, see page 12.

The Lean Workplace A Union Response

Topics Include:

- Double Talk in Quality Programs
- "Lean and Mean" in Health Care
- Case Studies from Participants
- Legal Strategies
- Pitfalls of "Protective Involvement"
- Fighting Contracting Out



Programs like **reengineering** and **Total Quality Management** are among the biggest challenges unions face in the 1990s. Learn how employee participation programs are connected to **contracting out**, **part-timing**, and management's whole "lean and mean" strategy.

A Labor Notes School
with *Mike Parker* and *Jane Slaughter*
November 21 - 24 • Oakland, Calif.

Register NOW!

School fee \$325
(Scholarships available)
Call for info:
313/842-6262



COLUMBUS, OHIO, LOCAL 413 STAND UP SLATE. Our slate swept our local election for delegates on a reform platform. We stood up at the Teamster Convention with President Carey against the Hoffa delegates who had a clear agenda to push this union backwards. Brothers and sisters, it is time for all of us to get involved. There is much to be done. President Carey isn't Moses. We must stop sitting idly by waiting for a savior to come along and rid us of all our problems.

We look forward to seeing you in St. Louis at the TDU Convention.

Freight Lines

CF Overtime at Straight Time in Chicago and Kansas City.

Chicago Local 710 and Kansas City Local 41 have allowed Consolidated Freightways to schedule employees for fifth day work (Chicago) and sixth and seventh day work (Kansas City) at straight time, in direct violation of the contract.

Phil Young, president of Kansas City Local 41, now claims that although the practice was posted by the company since at least May 4, 1995, he "just found out about it"! In a June 11 letter to the IBT Freight Division, Young claimed that he never knew a thing about the practice which was going on for over a year under his nose.

Young also claims he never made a verbal or written deal with CF to allow it. Dennis Skelton, IBT Freight Director, pointed out to him if that was true then CF apparently illegally negotiated directly with Local 41 members and Young could file an NLRB charge and perhaps win back pay for his members. Young has yet to do so.

Perhaps he's too busy out campaigning. Young is on the Junior Hoffa-Hogan Slate, running for International vice president. So is Patrick Flynn, vice president of Chicago Local 710.

Southern Grievance Changes.

Changes have been made in the freight grievance panel personnel for the Southern Region. Coleman Davis of Tulsa, Okla., Local 523 and Tyson Johnson of Dallas Local 745 will no longer co-chair the road and city panels. The union chair of the road panel will be Bob Stanifer of Atlanta Local 728 and the chair for the city will be Don Scott, also of Local 728.

Freight members, stewards and officers who have contacted our office have uniformly expressed approval of the removal of Coleman Davis and Tyson Johnson from panel positions. Many have said it was overdue.

No Teamster sitting on a grievance panel can be a substitute for rebuilding our union strength in freight, especially through organizing. But they can at least see that members get a fair shake and that the contract is enforced. We wish brothers Stanifer and Scott well in taking on that task.

Mr. Roadway V. Express.

An 18-year old dock worker at Roadway Express in Dallas was arrested at a Western Union and charged with forgery after trying to cash a check made out to his employer. The man produced a photo ID that gave his name as Mr. "Roadway V. Express." The Western Union manager said, "OK, Mr. Express, I'll be right back with the money," but went into another room and called the police.

Automated Transmissions Coming.

Industry analysts report that the next round of road tractors bought by major carriers will likely have "automated transmissions" which shift automatically between ninth and tenth gears. All other gear shifting is done manually.

Eaton reports that sales of their automated version are starting to take off, and Rockwell is just bringing theirs into production. Analysts believe the new transmissions will save on fuel, especially when less-experienced drivers are in place, as is often the case with nonunion outfits such as J.B. Hunt and Schneider. Initial cost is \$1,000 to \$2,000 higher.

In road operations approximately 90 percent of shifting occurs between ninth and tenth gears.

Topless Bars, Golf Outings, Car Deals...

Michigan Trustees Play, Members Pay

"Two of the fund's directors have gone to prison for racketeering and kickback schemes. They bilked the members of tens of thousands of dollars that should have been going to provide good health care for our members and the whole operation still oozes like a festering sore. We're determined to put an end to it." That's the reaction of Detroit Local 337 member Bob Jordan to a Department of Labor (DOL) investigation revealing that the trustees and staff of the Michigan Teamsters Health and Welfare Fund have been living large off of the members' money to the tune of some \$850,000 over a five-year period.

Jordan, fellow Local 337 member David Iho, Jackson Local 164 member Bill Sercombe, and Kalamazoo Local 7 Teamster Patrick Reardon have filed a class action lawsuit to bring justice for all 20,000 Teamsters covered by the plan. They seek to force the removal of the current trustees, bring structural reform to the fund's administration and spending policies and greater accountability to Teamster members and participants in how their fund trustees are selected.

The DOL report details how money from the fund went to pay for meals at Detroit area restaurants, including nudie bars, retirement parties, golf

outings, bowling, and other unexplained or undocumented credit card purchases and payments to individuals and vendors. The plan's former administrator, now serving time for embezzlement, defended the payments as legitimate "marketing expenses."

The members and the government disagreed and the trustees agreed to enter into a Consent Order which would force the repayment of \$724,000 to the fund. They also set up some weak internal controls, promising the government it would never happen again. In return, no disciplinary action was brought on any of the trustees. But for the old guard in Michigan finding new tricks is a way of life.

In March, Brennan made his old guard pal Bill Bernard chairman of the board of trustees. Bernard's son worked at the fund and incurred more than \$35,000 in travel and entertainment expenses, including nine visits to adult entertainment joints. Brennan himself was found to have purchased a pick-up truck from the fund at nearly \$10,000 below market value.

The four Michigan Teamsters decided they had seen enough from Brennan and his cronies and decided to file suit. They believe the corruption

detailed in the DOL report is only one link in a long chain of corruption dating back over 15 years and costing the members upwards of \$5 million. Their action is supported by General President Ron Carey and the International union which has successfully helped members stop benefit fund abuses across the country, including the return of over \$13 million to Chicago Local 705's benefit funds last year.

David Iho adds, "What's amazing is Junior Hoffa's law firm represented the fund for three years during this time. Now, all of a sudden Junior has nothing to say. Isn't it funny how he invokes a code of silence every time corruption pops up in our union?"

In July, the Teamster Convention passed an amendment to the IBT Constitution requiring all Teamster benefit fund trustees to follow a code of ethics that puts the interests of the members first. Members can now bring internal union charges as well as charges with the DOL for violations of the benefit fund trustee's code of ethics.

For a copy of the DOL report, contact Michigan Teamsters for Ron Carey, P.O. Box 510821, Livonia, Mich. 48151.

Employers Seek to Cap Benefits

Employers in the trucking industry are spearheading efforts in Congress to pass a bill that would effectively place a cap on our pension benefit increases. The bill would forbid any increases in benefit levels in multi-employer pension plans unless they are 95 percent funded.

A wave of horror stories about underfunded pension plans, among single-corporation plans, is helping to sell the bill. They argue that multi-employer plans like Central States are dangerously underfunded and could jeopardize employees' benefits.

In fact, multi-employer plans like Central States have become better funded over the past 15 years, not less. Multi-employer plans are now funded at an average of 82 percent compared

with 58 percent in 1980. The Central States plan is about 90 percent funded, yet the old guard trustees still won't move to increase benefits, leaving many officers and members believing the trustees have gone too far in the other direction.

So while the employers would have us believe they're trying to protect Teamsters' benefits, their real motive is greed. Frozen benefit levels mean more money in their pockets and less in ours. Fully funded pension plans eliminate the employers' withdrawal liability and send an open invitation to try to pull out of the plan.

While the bill is not expected to pass this year, it raises a simple question for our members of Congress — which side are you on?

WHO IS THIS MAN...



AND WHY IS HE PLAYING POLITICS WITH YOUR PENSION AND HEALTH BENEFITS?

Jerry Cook is a trustee of the Teamsters Central States Funds. Cook used to get an extra salary of \$120,353 to head the Southern Conference of Teamsters -- but he lost that when Ron Carey abolished the Area Conference bureaucracy. Carey's representatives also discovered that while Cook was head of the Southern Conference of Teamsters Pension Fund, that the Fund paid Cook's ex-wife more than \$30,000 that Cook personally owed her!

Because Cook and the other Central States trustees are supporting Jimmy Hoffa Junior against Ron Carey, they are holding your pension and health benefits hostage.

Ron Carey is fighting to clean up the Central States Funds and make them accountable to Teamster members. Your vote for the Ron Carey Teamster Slate later this year is your chance to dump the Hoffa-Cook gang once and for all!

Chuck Mack Changes Tune on SDMI Contract

**Bob Mattingly
Local 896, retired
Oakland, Calif.**

Nearly 1,400 Teamster drivers and order pullers at the world's largest grocery distribution center in Tracy, Calif., are between a corporate rock and an old-guard hard place. The corporate rock is Safeway, hiding behind SDMI, its management contractor and designated bad guy. The old-guard hard place is Local 439 and Chuck Mack, president of Joint Council 7 and Hoffa running mate.

SDMI's contract with Safeway expires on Dec. 31. Safeway has taken bids from competing contractors, although the SDMI contract with Local 439 runs until Sept. 27, 1997. On July 19, SDMI submitted a five-year proposal that drastically cuts two-thirds of the scheduled pension contribution increase due in May of 1997. It also freezes wages for two years and limits raises to 25 cents in each of the remaining three years. SDMI told the union that there's no "commitment or implication of future employment" if Safeway doesn't retain SDMI. Nevertheless, the members slam dunked the offer 989 to 27.

An area newspaper wrote that Mack considers SDMI's current contract "one of the better wage-and-benefit packages in the supermarket industry." Mack sang a different tune in 1992 when he charged that an arbitrator had "sucker punched" the work force and that the contract was an "abortion" that "will also further destabilize collective bargaining within the chainstore industry."

Mack's new position seems to put him on the side of the bosses, and outraged steward Bill Balser, who told Mack, "I find the insolence of that remark appalling." Balser condemned Mack's "conveying to the media a statement that assuredly will invoke a detrimental effect" by undermining public support at a time when chainstore Teamsters are "defending ourselves against the vast resources of Safeway." Safeway's profits hit a record \$326 million in 1996.

Balser's anger is typical of the SDMI workers, who are harnessed to some of the harshest production standards in the industry. The \$120 million, 1.8 million-square-foot plant is a Big Brother sweatshop. But the workers have not meekly accepted their burden of greedy bosses and old guard union officials. When the union tried to divide the work force into two local unions, the members successfully petitioned Ron Carey to keep them together.

Members elected convention delegates supporting Carey, defeating the local officers' attempt to put the local behind Junior Hoffa. The workers have recently petitioned to get more aid from the International: "It's clear to us that no single local union can match the resources of SDMI, backed as it is by Safeway Stores Inc. Recent anti-labor actions by Safeway and statements to us by SDMI management indicate that our negotiations for a new contract will require our utmost commitment, strength and skills. We must not allow SDMI/Safeway to take us on without the hands-on backing of the International union."

Up Close and Personal

Three Fat Cats

New York's Tom O'Donnell:
Every Member Pays \$1000!

Every single member of New York Local 817 paid over \$1,000 last year to Thomas O'Donnell Sr and Thomas O'Donnell Jr. \$1,094 to be exact. That works out to \$91.15 a month from each member straight into the O'Donnells' pockets.

Tom Senior and Junior are the highest paid Teamster officials of all on a per-member basis. Local 817 has only 258 members.

Yet Tom O'Donnell isn't satisfied. He wants you to elect him, as part of the Junior Hoffa-Hogan Slate, an International vice president. That would give him even more money.

That's not all. Senior and Junior have gotten at least 108 of those 258 members to donate \$1,000 to Senior's present election campaign. Either they really love their leader, or they love to keep getting those movie jobs.

Indiana's Walt Lytle:
99.9 Percent of Treasury into
Multiple Pensions

There is one Teamster body that tops all others for taking members' hard-earned dues money and putting it into officers' pockets. This is Indiana Joint Council 69.

Last year the total income of JC 69 was \$163,151. And last year JC 69 paid exactly \$162,999 into the Indiana Conference of Teamsters Severance and Retirement Plan, a special multiple pension plan for officials only!

That's right, this joint council spent zero on organizing, strikes, stewards' education, scholarships ... and everything on multiple pensions.

But that's not enough for Walt Lytle, vice president of JC 69. He wants you to elect him an International vice president for the Central region on the Junior Hoffa-Hogan Slate. Then he would get more salaries and pensions.

Dallas's T.C. Stone:
Everything's Bigger in Texas

All eight business agents of Dallas Local 745 are in the \$100,000 Club, and those boys do know how to party. Seven of the eight claimed expenses — on top of their salaries — of over \$30,000 each. That's over \$100 per day for every working day of the year.

But T.C. Stone isn't satisfied. He wants your vote to become an International vice president from the South. Think what expenses he could rack up then!

Actually, we should point out that T.C. Stone was not the absolute tops in milking the expense account. That title goes to his good friend Richard Hammond of Houston who was paid \$93,467 in expenses last year. That is nearly \$400 for every working day.

Local 988 was placed into trusteeship last November when it was found that Hammond was buying everything from silk underwear to hunting trips with union funds.

Editor's note: T.C. Stone's Local 745 was placed under emergency trusteeship as *Convoy Dispatch* was about to go to press. See page 9.

Name	City	Salary	Total Comp.	Affiliates	Name	City
Frank Wsol	Chicago	256,617	260,354	JC 25, L 710	Fred Gegare	Green B
Tom Sever	Jeannette, Pa.	200,000	219,521	Intl.	Thomas Rosano	New Yor
Joseph L. Bernstein	Chicago	213,522	219,101	JC 25, L 781	Joseph Bennetta	Bridgepe
Michael J. Riley	Los Angeles	193,688	215,123	JC 42, L 986	John Jackson	Collings
William T. Hogan, Jr. ¹	Chicago	179,550	204,133	JC 25, L 714	Ernest Tusino ¹	Worcester
Edward Doyle	Elmsford, N.Y.	172,289	200,252	L 456	Walter Williams	N. Holly
James Ramirez	Chicago	192,077	200,197	L 710	Dennis Skelton	St. Louis
John Morris	Philadelphia	178,594	196,512	Intl., JC 53, L 115	Robert DeRusha ³	Boston
James M. Hogan ¹	Chicago	177,150	193,862	L 714	Robert Molina	Los Ang
Richard Hammond ¹	Houston	98,431	191,898	Texas Conf., JC 58, L 988	Jerry Vercruse	Los Ang
Travis Cleo Stone ¹	Dallas	153,975	191,517	Texas Conf., JC 80, L 745	Ron Owens ³	Detroit
John T. Coli	Chicago	189,584	191,278	L 727	Jim Boardman ²	Orange,
Leo Reed	Los Angeles	171,131	189,957	JC 92, L 399	Brian Rice ³	Columbu
Carroll Haynes	New York	184,105	185,774	JC 16, L 237	Richard Fraizer	N.Hollyw
Robert Bernstein	Chicago	179,065	184,226	L 781	Lawrence McDonald	Washing
Louis Partenza	New York	182,101	183,281	L 237	Robert Riley ¹	Chicago
Anthony Rumore	New York	163,800	181,234	JC 16, L 812	Robert Winstead	Louisvill
Michael Coli	Chicago	180,208	181,084	L 727	Ronald A. Belk	Washing
Patrick W. Flynn	Chicago	170,637	180,389	JC 25, L 710	Paul Renaud	St. Louis
Ed Mireles ²	Orange, Calif.	158,663	176,817	JC 92, L 952	L. Doug Mims	Atlanta
Joseph Pecora, Jr.	Mountainside, N.Y.	166,707	175,722	JC 73, L 863	James Santangelo	El Monte
Bernard Doyle	Elmsford, N.Y.	158,171	173,285	L 456	Mikele Padovich	N. Holly
Louis Lacroix	Montreal	165,153	168,535	Intl.	Thomas Burnette	Grapevin
Jack Cox	Los Angeles	142,283	162,446	JC 92, L 572	Joe R. Campbell	Los Ang
Thomas R. O'Donnell	Lake Success, N.Y.	150,531	161,793	L 817	Joseph Galli	St. Louis
Ronald Carey	New York	150,000	160,633	Intl.	Gary Tiboni	Cleveland
Charles Rogers ¹	Dallas	127,075	160,389	JC 80, L 745	Anthony D'Artiglio	Trenton,
Bruce Presley	Akron, Ohio	143,672	156,454	JC 41, L 497	Anthony Magrene	New Yor
Anthony J. DiGrazia	Chicago	143,000	155,508	L 781	Robert Morales	San Fran
Joseph A. Padellero	Andover, Mass.	149,263	153,583	Intl., L 686	Brian Kelly	Washing
James Gualtiere	Los Angeles	130,797	147,002	JC 92, L 572	Louis Smith	New Yor
Jerry Laird	Sacramento, Calif.	139,878	146,720	JC 38, L 857	Robert R. Warnock, Jr.	South Be
Robert Barnes	Waukegan, Ill.	138,467	145,310	JC 25, L 301	Kenneth Hester	Chicago
David Laughton	Manchester, N.H.	121,011	145,181	Intl., Brewery Conf., JC 10, L 633	Gerard Vezina	West Qu
Les Singer	Toledo	127,690	144,468	Ohio Conf., JC 44, L 20	John Dulczak	Philadelp
Allen Stanford ¹	Dallas	109,675	142,000	L 745	Nicholas Mancuso	New Yor
Lawrence Brennan	Detroit	103,029	138,410	JC 43, L 337	Frank Scarpinato	New Yor
Anthony Buonpane	New Haven, Conn.	125,625	138,138	L 443	Jerry Vincent	Louisvill
Eddie Kornegay, Jr.	Washington, D.C.	115,164	137,658	L 922, L 743	Walter Engelbert	Portland
Gerald L. Hood	Anchorage, Alaska	111,343	137,033	L 959	Richard Hendershot	New Yor
Steven Gilman	New York	133,403	136,706	L 810	John Harren	Los Ang
Tyson Johnson ¹	Dallas	98,075	135,451	L 745	George Stofsky	New Yor
Jimmy Hammack	Modesto, Calif.	125,718	134,190	JC 38, L 431	Joel Sosinsky	New Yor
Lon Fields, Sr.	Louisville, Ky.	129,788	134,022	Ky.-W.Va. Conf., JC 94, L 89	Joseph Vitta	New Yor
Jon Rabine	Seattle	127,195	133,321	JC 28, L 763	Mark Vandak ³	Columbu
Anthony Cannestro, Sr.	Miami	128,585	132,235	Ga.-Fla. Conf., L 769	Donald DiLeo	Newark,
Harold Speakman ³	Columbus, Ohio	123,374	132,049	JC 41, L 284	Dan Darrow ³	Akron, O
Anthony Judge	Chicago	125,125	132,015	JC 25, L 706	Barbara Reynolds	Chicago
John Ferrara	Jamaica, N.Y.	123,200	130,698	L 522	Robert N. Falco, Sr.	Chicago
Clarence Knowles	Dallas	98,075	129,839	L 745	Angelo Martin	New Yor
William Hamilton	Washington, D.C.	115,000	128,854	Intl.	Richard Heck	Minneap
Michael Kline	Dallas	98,075	128,816	L 745	Robert Muehlenkamp	Washing
Raul Lopez	Los Angeles	111,130	128,363	L 396	Phil Young	Kansas C
Bill Baker ¹	Dallas	97,400	128,158	L 745	James Gilmore	Waterbur
C. Sam Theodus	Cleveland	114,177	127,939	Intl., L 407	Frank Carracino	Union N
Mario Perrucci ¹	Hillside, N.J.	100,550	127,664	Intl., JC 73, L 177	Gary Haskins ³	Columbu
William Lickert	White Oak, Pa.	119,269	127,520	L 205	Charles Cimino, Jr.	Cleveland
Judith Scott	Washington, D.C.	120,000	126,730	Intl.	Tom Leedham	Portland
Richard A. Smith	Chicago	120,000	126,271	L 781	John Russo	New Yor
Joseph Tramontana	Mountainside, N.J.	118,000	125,828	L 863	Jerry Putnam	Ft. Worth
Anthony Cousimano	N. Hollywood, Calif.	105,845	125,123	L 399	Patricia Stryker	New Yor
Jim Barlow ¹	Dallas	97,200	124,642	L 745	Kurt Larsen	Los Ang
Robert Eliser ³	Youngstown, Ohio	110,759	124,162	Ohio Conf., JC 41, L 377	George Torres	New Yor
Frank Mazza	New York	115,135	123,986	L 237	Mark Muller	Chester,
Ralph Torrisi	San Jose, Calif.	114,766	123,513	JC 7, L 296	John Williams	Seattle
Melanie Cuebas	New York	122,031	123,302	L 237	Elijah Buffington	Chicago
Edward P. Polster	St. Louis	107,452	122,591	JC 13, L 6	This chart lists Teamster officials who received total compensation of at least \$90,000 and also salaries of at least \$90,000.	
James McCall	Washington, D.C.	119,941	122,130	Intl.		
John Braden	Mountainside, N.J.	110,200	122,055	L 863	This information has been compiled by the Teamster Rank & File Education Defense Foundation (TRF) from h	
Val Fiorillo	Mountainside, N.J.	104,500	121,645	L 863		
Charles Gauwitz	Peoria, Ill.	116,835	121,166	JC 65, L 627	LM-3 and IRS Form 990 reports. This information includes salaries, bonuses from affiliates, but does not reflect such as pensions, free cars, etc.	
Daniel Mariano, Jr.	Mountainside, N.J.	110,200	121,096	L 863		
Joseph Valenti	Detroit	98,400	121,072	JC 43, L 214	Key: Intl. = International Union, J cil, L = Local Union.	
Randy Cammack	Los Angeles	103,530	120,929	JC 92, L 63		
Richard C. Bell	Washington, D.C.	117,561	120,843	Intl.	LM-2 Reports available from TDU.	
Kenneth Hollowell	Detroit	93,550	120,457	JC 43, L 247		
Thomas J. O'Donnell	Lake Success, N.Y.	111,506	120,406	L 817		
Robert Simpson, Jr. ¹	Chicago	103,307	119,891	Intl., JC 25		
Louis DiDio	New York	104,000	119,538	L 812		
John Neal	Indianapolis	110,605	119,534	Ind. Conf., L 135		

City	Salary	Total Comp.	Affiliates
Green Bay, Wisc.	107,721	119,340	Intl., JC 39, L 75
New York	104,000	119,137	L 812
Bridgeport, Conn.	97,625	119,052	L 191
Collingswood, N.J.	95,575	118,231	L 676
Worcester, Mass.	94,106	117,642	JC10, L 170
N. Hollywood, Calif.	99,900	117,109	L 399
St. Louis	90,000	116,674	Intl.
Boston	104,069	115,466	Intl., JC 10
Los Angeles	104,410	115,237	JC 92, L 63
Los Angeles	102,241	114,643	JC 42, L 630
Detroit	90,052	114,603	Intl., L 299
Orange, Calif.	106,411	114,421	L 952
Columbus, Ohio	104,938	114,278	L 284
N. Hollywood, Calif.	97,680	113,161	L 399
Washington, D.C.	95,000	113,122	Intl.
Chicago	90,153	112,739	L 714
Louisville, Ky.	104,938	112,294	Ky.-W.Va. Conf., JC 94, L 89
Washington, D.C.	90,000	111,894	Intl.
St. Louis	92,746	111,780	JC 13, L 682
Atlanta	95,200	111,441	Intl., L 728
El Monte, Calif.	101,080	111,426	JC 42, L 848
N. Hollywood, Calif.	96,200	111,138	L 399
Grapevine, Texas	95,556	110,974	JC 80, L 19
Los Angeles	102,468	110,713	L 598
St. Louis	100,708	109,792	JC 13, L 688
Cleveland	99,000	108,658	Ohio Conf., L 436
Trenton, N.J.	103,400	108,126	JC 73, L 35
New York	103,022	107,296	L 804
San Francisco	97,772	107,029	JC 7, L 350
Washington, D.C.	94,500	106,362	Intl.
New York	103,085	106,345	L 810
South Bend, Ind.	100,432	105,757	L 364
Chicago	100,973	105,432	L 743
West Quincy, Mass.	102,394	105,362	L 494
Philadelphia	91,194	104,968	L 837
New York	95,995	104,922	L 237
New York	95,995	104,855	L 237
Louisville, Ky.	92,875	104,764	Ky.-W.Va. Conf., JC 94, L 783
Portland, Ore.	93,983	104,719	JC 37, L 670
New York	95,995	104,706	L 237
Los Angeles	92,082	104,600	L 986
New York	95,400	104,406	L 805
New York	95,952	104,383	L 237
New York	90,012	104,054	L 812
Columbus, Ohio	92,393	103,537	L 284
Newark, N.J.	90,117	103,424	JC 73, L 408
Akron, Ohio	94,665	103,370	Ohio Conf., JC 41, L 348
Chicago	103,254	103,254	L 705
Chicago	91,716	103,110	L 710
New York	91,000	102,889	JC 16, L 210
Minneapolis	95,295	102,834	JC 32, L 638
Washington, D.C.	90,000	102,719	Intl.
Kansas City	93,661	102,618	Mo.-Kans Conf., JC 56, L 41
Waterbury, Conn.	90,100	102,599	L 677
Union, N.J.	93,394	102,420	JC 73, L 575
Columbus, Ohio	92,193	101,923	L 284
Cleveland	99,501	101,476	Ohio Conf., JC 41, L 400
Portland, Ore.	91,949	101,462	Intl., JC 37, L 206
New York	90,012	101,449	L 812
Ft. Worth, Tx.	95,668	101,297	JC 80, L 997
New York	92,469	101,211	L 237
Los Angeles	90,033	100,894	L 630
New York	91,993	100,841	L 237
Chester, Pa.	95,532	100,744	L 312
Seattle	98,012	100,442	JC 28, L 117
Chicago	90,100	100,100	L 743

officials and staff who
tion of at least \$100,000
st \$90,000 in 1995.

compiled and analyzed
File Education and Legal
) from hundreds of LM-2,
reports. Total compensa-
bonuses and expenses
not reflect other income
ars, etc.

Union, JC = Joint Coun-

om TDU. If you would like

to receive the LM-2 financial report for your local,
contact the TDU office. Free to members, others
include a donation.

Footnotes:

1. Removed or suspended from office due to union charges, action taken by the Independent Review Board or Ethical Practices Committee, or due to local union being placed into trusteeship.
2. Local union cashed out accrued vacation and comp time in 1995. Actual salary is lower than this figure.
3. Retired, resigned, terminated by the International or voted out of office.

Why the \$100,000 Club is Reduced

Fat Cats on a Diet

A thorough study of the salaries and expenses of Teamster officials shows that reforms brought about by both members and by some leaders have made tremendous changes. It also shows that we have more work to do to make our union of, by and for the working members.

The chart on these pages summarizes that factual, objective report on the "\$100,000 Club" of Teamster officials and staff. Every officer and staffer is considered equally, whether old guard or reformer, TDU supporter or TDU hater, do-nothing or dedicated, hard working officer.

All Teamsters can use this study to judge the claims being made by various officers and candidates. Ron Carey claims he has cut the fat and put union money to work for the members. James Hoffa Junior claims Carey has inflated salaries to pay his friends and outsiders. What are the facts?

Priorities: Old and New

The most dramatic changes in the \$100,000 Club have come at the International level. 1991 was the last year that the old guard, represented by the Hoffa-Hogan Slate, ran the International. A comparison between the 1991 figures and current ones (for 1995) is informative.

In 1991 there were 89 officials in the club who were on the International's payroll, paid a total of \$7 million. In 1995 there were only 23 in the club on the International's payroll, paid a total of \$2.5 million. **That's a savings of \$4.5 million a year made by the Carey administration by cutting excessive salaries and perks, just at the International!**

This was done mainly by eliminating multiple salaries. For example, in 1991 30 International representatives were paid multiple salaries; in 1995 that number was zero. Carey has also frozen the pay of International reps for the past five years and cut their expense per diem from \$50 to \$26 a day when on the road.

He set a new standard by reducing his own salary from \$225,000 to \$150,000, and by declining to accept the cost of living increases provided in the IBT Constitution. Carey's salary would presently be \$259,000, according to the constitution, but he still accepts \$150,000.

Reforms from Leadership

So Carey has eliminated most — though not all — multiple salaries at the International, and has dramatically cut the top end of the payroll that the previous leadership had porked up.

Carey also eliminated the area conferences in

1994, which further cut the \$100,000 Club. Two years ago 47 members of the this club received a multiple salary from one of those bloated area conferences. Now that number is zero. Jerry Cook, head of the Southern Conference, is no longer in this club. Chuck Mack fell from the club when he lost his third salary with the closing of the Western Conference.

Carey has also cut this list down by moving against corruption. For example, a year ago Jimmy Carrington of Memphis was on this list. But then the Ethical Practices Committee (EPC) brought charges against him for selling out members' grievances, and he's history. Through the use of trusteeships and EPC actions, the club has been reduced and millions of dollars saved.

The Independent Review Board (IRB), the monitor set up by court-order, has also reduced the club through moves against corruption. Several fat cats on last year's list are gone this year, and more soon will be. For example, Billy Hogan, the third highest person on this whole chart, just lost his millionaire salaries in August when the IRB directed that Chicago Local 714 be placed in trusteeship.

Reforms from Membership

Reform since 1991 has not only come from the top. It has also come from TDU and rank and file Teamsters. For example, in 1991 Arnie Weinmeister topped the list with compensation of \$598,058. That's twice as much as any old guard official dares to make now, because the members won't stand for it in the era of the Right to Vote.

So John Williams, Weinmeister's nephew who inherited power and is a Hoffa-Hogan backer, is in the club but at a much lower salary than Uncle Arnie took.

Preston Ketchum was on the last year's list. But not this year, because the members in San Antonio Local 657 voted him out. That's happened to a good number of high-flying officials.

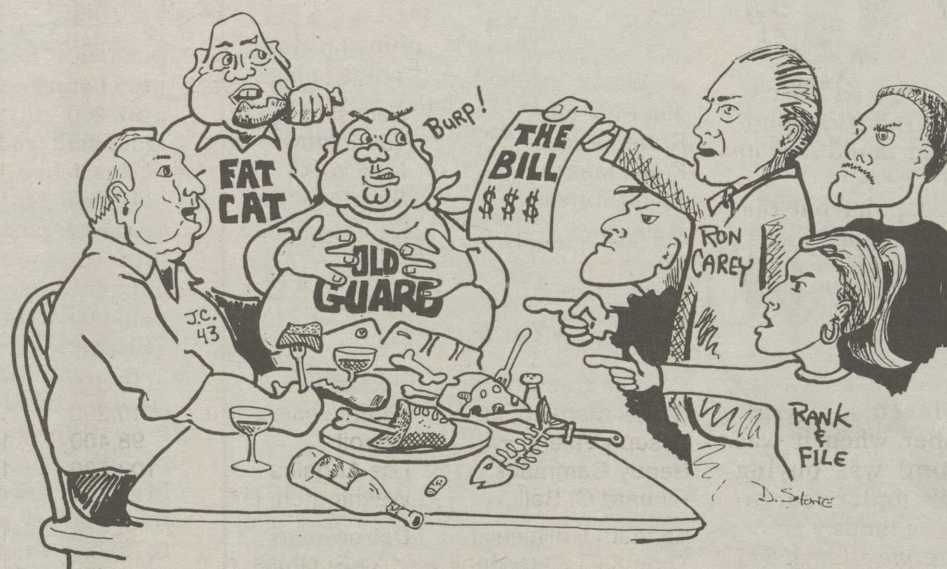
Progress Made, More to Do

As a result of actions take by leaders such as Ron Carey and rank and file Teamsters who are learning their rights, the fat cats are on a diet. In 1991 members of the club were paid a total of \$27.3 million (\$31.5 million in today's dollars). In 1995 they were paid a total of \$18.8 million, a **reduction of \$12.7 million paid out of our union treasuries to the club.**

We can be proud of our union and ourselves for bringing this about. We are on the right road. But

we have a ways to go, and we face the danger of being set-back, if we are not vigilant. Powerful fat cats are using their millions to try to "buy" the International election that is just two months from now.

We cannot let them do that. Study the facts and spread the word to inform Teamsters about the upcoming election. And to help cut the fat and build the muscle in our Teamsters union, use the form on page one to join TDU.



Dozens of corrupt officials have been removed and over 100 multiple salaries eliminated due to Ron Carey's policies. As a result the total payout to the \$100,000 Club has been cut by \$12.5 million a year.

Hoffa Sees No Evil, Hears No Evil

Carey Sweeps Out Web of Corruption

The temporary trusteeship of Billy Hogan Jr.'s Chicago Local 714 illustrates the sharp difference in leadership between Ron Carey and Jimmy Hoffa Jr. All Teamsters will have a clear choice in the fall election.

Carey has put 66 corrupt locals in temporary trusteeship since taking office in 1992. In most cases when the trusteeship ends the members reject the old corrupt leaders and new leaders emerge from the rank and file along with a stronger local.

Junior Hoffa sees no evil, hears no evil. He saw no evil in going into the loan business with the late Allen Dorfman. He heard no evil when the Michigan Health & Welfare Fund, which he worked for, was funding his friends' trips to nudie bars in Canada. And he sees no evil when it's standing right next to him — Billy Hogan Junior.

President Ron Carey on Aug. 8 placed Local 714 in temporary trusteeship just three days after receiving a 122-page report which concludes that "the Local is being run for the benefit of its principal officer William Hogan, Jr., President James M. Hogan, Recording Secretary Robert Hogan and their family and friends."

The report, presented to Carey by the Independent Review Board (IRB) after an eight-month investigation, documented "nepotism and favoritism" in the trade show/movie industry, conflicts of interest in which union officers owned Teamster and nonunion business enterprises, sham collective bargaining agreements that

allowed ineligible persons to become union members, a lack of union democracy, and more.

The corruption detailed in the report was no surprise to anyone, especially Hoffa. Earlier this year TDU exposed the Hogan family's practices in a report, "The Hogan Dynasty: A Web of Corruption." Then on June 23, the *Chicago Tribune* published a major story on Junior Hogan, "Teamsters chief pulls the strings," with a chart of "Teamsters leader's family entwined with business interests." The *Tribune* reported that the IRB had been conducting an investigation since January.

Fully aware of Hogan's corrupt practices, Hoffa put him number two on the slate at the July IBT Convention. Hoffa's only acknowledgement of Hogan's corrupt leadership was to nominate a back-up candidate for IBT secretary-treasurer, Tom Keegel, just in case Hogan was busted.

Local 714 has 10,700 members employed at the Cook County Sheriff's office, the Department of Corrections, and manufacturing companies. Some 258 members are employed in the lucrative trade show and movie industries, which provide the base for the Hogan family's political and financial empire.

"I've got 18 family members in the local."

Faced with documentation of this web of corruption, Billy's friends, the employers, rose to his defense. According to *The Hollywood Reporter*, "Hoods movie producer Frank Mancuso Jr. showed up at a Hogan rally held Sunday in Chicago. 'Billy Hogan is out there working his ass off every day,' the employer told the crowd." Actually, the question isn't how hard he works, but for whom?

Billy responded to the IRB's findings by stating, "I've got 18 family members in the local. That's what they're complaining about. Any union in history, that's how they brought their members in..."

Billy compares a son following his father into a trade to his family empire of corruption and businesses sucking off our union?

Carey and Hoffa Comment

The stark differences between Carey and Hoffa-Hogan are illustrated in comments made since the IRB findings came out.

Said Carey: "If you weaken the union

through corruption, we're going to step in to protect members' rights. [Hogan and his family] have been working both sides of the street, and we're putting a stop to it. The party's over."

Said Hoffa: "Ron Carey has once again demonstrated that he will do absolutely anything to get re-elected. ... Now he's trying to steal the election by

Hogan spokesman said, "One of his options is to leave the Hoffa ticket, but that's up to him."

Up to Hogan? Naturally. Hoffa is just the front man, the cover boy. Hogan and others, like Hoffa's boss Larry Brennan of Detroit, call the power shots. Just as they called the power shots at the convention when

The local is not being run for the benefit of its members. The local is being run for the benefit of its principal officer William Hogan Jr., President James M. Hogan, Recording Secretary Robert Hogan and their family and friends."

—Independent Review Board Report

systematically eliminating key people who have the nerve and the capacity to effectively oppose him."

Said Hogan (to his supporters) "This is all political. You all know that I don't lie, I don't steal, I don't cheat, I'm not corrupt."

Hogan Running? — 'That's Up to Him'

After three days of "no comment," Hoffa issued a two-page statement that did not challenge one single fact in the IRB's 122 pages of corruption findings. And he was silent on a key question: Will Hogan remain on Hoffa's slate? A

they ordered Hoffa delegates to reinstate Frank Wsol as principal officer of Chicago Local 710. (Wsol col-luded with UPS management to fire a union member who had criticized Wsol for ordering Local 710 UPS Teamsters to work during the 1994 safety strike.)

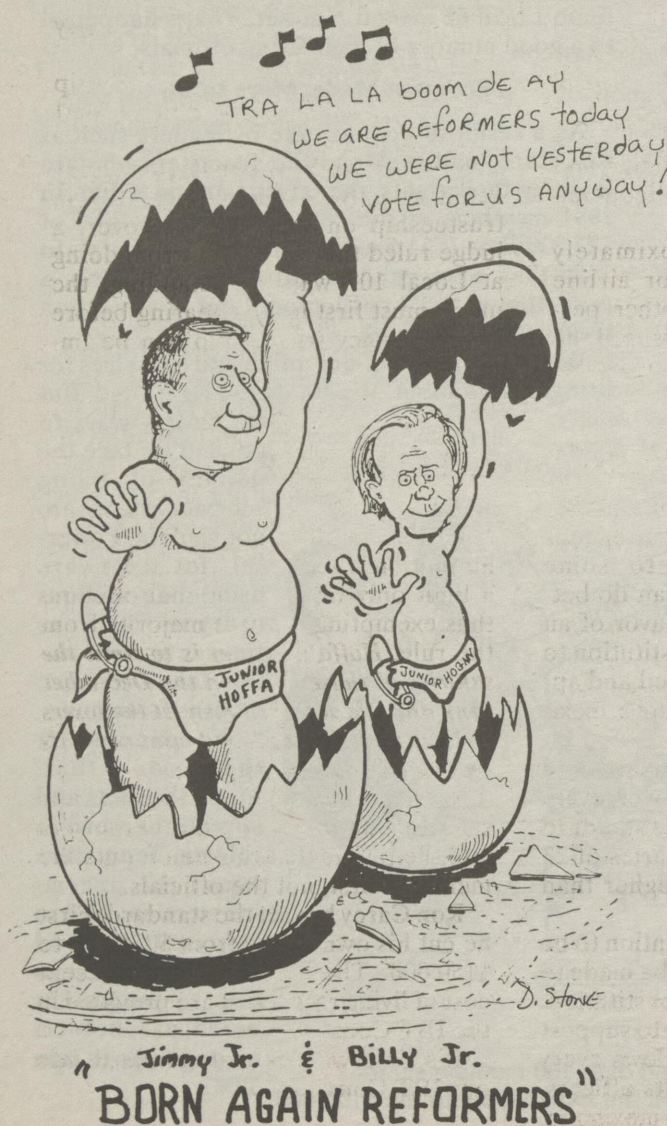
The choice is clear. Hoffa says there is nothing wrong with how Local 714 is run. He wants Billy Hogan's style to run our whole union. Ron Carey says we must clean our house of this kind of corruption.

This Labor Day, it's time to re-commit ourselves to work for the re-election of Ron Carey and his slate.

Summary of Independent Review Board's Report of Billy Hogan Jr. and Local 714

- The seven-member Local 714 executive board includes Billy Hogan Jr., principal officer and secretary-treasurer; Billy's brother, James, president; and Billy's son, Robert, recording secretary. One of the four business agents is Billy's brother-in-law.
- There have been no contested elections in the local for at least 35 years; all current executive board members were first appointed to fill a vacancy. Members in the trade show/movie division form a powerful "captive group" who owe their jobs to the Hogans and follow orders to keep them in power, reported the IRB.
- In the 28 years Billy Hogan Jr. has been an officer of the local, there have been no secret ballot votes to approve any bargaining agreement with trade show contractors.
- At least five Hogan family members and two other union members with positions of authority in the trade show/movie division also have ownership interests in companies that do business with Local 714 employers in the trade show and movie industries. "In one instance," the IRB reported, "[the local] allowed a company [owned by Billy Junior's nephew, Timothy Maxwell] from the beginning of the contract until two years later to avoid its contractual obligations to make health fund contributions" until the IRB began its inquiries.
- A Hogan-appointed chief steward, who resigned to avoid testifying under oath, owned a company that provided non-union, low-wage workers who handle the empty crates used for shipping at the Rosemont Exposition Center. "In addition," the IRB reported, "it appears that William Hogan, Jr.'s nephew and business agent Robert Hogan's cousin, Ronald Maxwell, Jr., is a part owner of Empties, Inc., which supplied nonunion workers who handled the empty crates at McCormick Place." Billy Hogan Jr. testified that "[t]he industry is extremely competitive. ... So to have that work done by all Teamsters would be extremely expensive and probably chase the work away."
- Charles Miller, convicted of stealing \$187,000 worth of diamonds, was allowed to retain his membership while serving an eight-year jail sentence. The IRB reported, "As is evident from decades of practice, good jobs for felons was a more important consideration for the Hogans' assignments in the trade show/movie division than allowing Local 714 members from other employers to have better opportunities."
- The local has held sham contracts and allowed employers to be union members.

For a copy of the 122-page IRB report contact the TDU office. Include \$10 for copying and shipping.



Hoffa Slate Hit by IRB Corruption Charges

Free loans, free cars, free jobs...

T. C. Stone's Dallas Local 745

Teamster president Ron Carey placed Dallas Local 745 into trusteeship on Aug. 21 after the Independent Review Board (IRB) presented the union with a 54-page report documenting corrupt practices by local officials.

Local 745 is headed by T.C. Stone, a candidate for International vice president from the Southern region on the Hoffa-Hogan Slate. With serious charges against Stone likely to follow, it's not clear if he will stay on the slate or simply take his money and check out of the union.

The report details illegal loans to BAs, the use of dues money to buy \$40,000 Lincoln Town Cars titled to local officials, conflicts of interest involving the production of TV shows such as "Walker, Texas Ranger" and movies such as "Last Man Standing."

Also documented in the report:

- Every single business agent in Local 745 is in the "\$100,000 Club" yet they also got interest-free loans from the local union, unnoted on the union's financial LM-2 reports.
- Every business agent also receives a new luxury-edition Lincoln Town Car every year or two, paid for and maintained by the union, but owned

by the officials. In 1995 alone, this sweet deal paid \$178,341 in local funds for cars owned by Stone and other officials.

- Stone, Local 745 president Charles Rogers and other officials also placed their friends and relatives into lucrative movie and trade show jobs, while out-of-work members get no such job referrals.
- Rogers and chief movie steward Alvin Milliken owned "R&M Equipment" which received big rental payments from movie employers, while they were supposedly representing members against those same employers.

Ron Carey named Jim Buck to be the trustee of the local until it can be cleaned up and a supervised election held for officers.

T. C. Stone told the press that the car and loan deals were standard union procedure. Regarding the best jobs going to relatives, Stone said, "Nepotism: what is that? It's people helping people."

Apparently turning a union into a money factory for officers and their families is "people helping people" and what the Junior Hoffa Slate stands for.

What Is the IRB?

The Independent Review Board (IRB) is a three-person panel that monitors the clean up of corruption in the Teamsters union. It was created by the federal district court in New York as part of the racketeering consent order signed in March, 1989, between the U.S. Justice Department and the old guard Teamster leadership. It is not an internal union body, but a structure created by the court.

The IRB consists of Judge Frederick Lacey, a former federal judge; William Webster, the former Director of the FBI; and Grant Crandall, a labor attorney. The IRB also has an investigation arm, headed by Charles Carberry.

The IRB investigates potential corrupt practices, and when appropriate, calls for charges or trusteeship action. For example, when

the IRB presented the union with reports on corruption in locals 745, 714, and 107, Ron Carey was given just 14 days by the IRB to take action. Over the past five years the IRB has called for trusteeship of some 20 locals and charges against scores of officials.

Hoffa and the IRB

Hoffa has not addressed one single point of fact brought out by the latest round of IRB reports and charges.

Hoffa says he will get the government out of the union, but in fact the IRB will never leave until we have shown that we can clean up our own house. Ron Carey pledged to move quickly against corruption, and he has usually done so. That's the leadership we need to build a strong union and get the government out.

Embezzlement, Mob Ties...

Ryan Takes Money and Runs

Tommy Ryan cleaned out his desk on Aug. 22 and left the Teamsters after being found guilty of embezzlement, free spending on officers, failure to hold union meetings, and mob ties. Ryan will not appeal, and will not go to court.

Just weeks earlier, Ryan was a proud member of the Hoffa-Hogan Slate. Now he's a bad memory, and a very important reminder of what the Hoffa-Hogan Slate is all about.

The Aug. 6 Independent Review Board (IRB) report on Ryan and Local 107 charged that:

- Ryan had ties to the corrupt former Local 107 president Joe Cimino and Philadelphia mob boss Nicodemo Scarfo.
- Ryan embezzled approximately \$1,100 from the union for airline tickets for his wife and other personal expenses. He also misused the union credit card and had suspicious

expenses of over \$3,000.

- The local had a tab at The Saloon, where officers spent a lot of time partying. Ryan liked to tip over 100 percent; in one instance, he tipped \$95 of union funds on a \$30 tab.
- Ryan's local's net assets dropped from \$305,662 in 1991 to \$42,307 in 1995. The IRB noted that "lack of financial controls" facilitated embezzlement. Ryan had the nerve to say, "I realize we were doing lousy bookkeeping."
- Ryan failed to hold membership meetings for the period January 1991 until August 1995.

As called for by the IRB, Ron Carey acted quickly to place Local 107 in trusteeship on Aug. 14. However, a judge ruled that since the wrongdoing at Local 107 was long standing, the union must first hold a hearing before an emergency trusteeship can be imposed.

Officials' Salaries:

Why We Need a Constitutional Limit

We have made tremendous improvements in the problem of outrageous multiple salaries going to some Teamster officials, but we can do better. That's why TDU is in favor of an amendment to the IBT Constitution to limit the salaries of all elected and appointed Teamster officials to a maximum of \$150,000.

It's time we put that standard into our IBT Constitution to cover every official equally. For 1995 this standard would have affected the salaries of 23 officers who had salaries higher than our General President.

At the Special IBT Convention to be held next year a motion will be made to put that clause into the constitution. All delegates should be able to support this basic motion, which allows every local to set the salaries of its officers, subject only to a reasonable maximum.

Junior Hoffa claims to support our long-time call for limiting salaries, but his motion is actually a trick. It calls for a limit only on International officers, thus exempting the vast majority from the rule. *Hoffa's motion is to limit the salaries of those who win the December rank and file vote, but then let the losers go back to their locals and joint councils and make whatever they want!*

We need a salary limit to send a message to our members, the employers and the public that this union puts the members first, not the officials.

Ron Carey has set the standard. First he cut his own salary from \$225,000 to \$150,000. Then he refused to accept cost of living raises that are provided in the IBT Constitution.

It's time we put that standard into our IBT Constitution.



WE'LL BE THERE!

In Local 966, we witnessed first hand the corruption of the past in our union. Our local went through a trusteeship and while that helped clean out the garbage it was up to us, the rank and file, to rebuild our union into a fighting machine. TDU and Ron Carey's leadership team helped us get there.

Our brothers and sisters in Dallas, Chicago, and Philadelphia should get to St. Louis and start assembling their tool kit for building real rank and file power in their union.

At the TDU Convention we'll learn new strategies and tactics to take on the employers. And we'll be there to share our experiences and develop plans to oust Junior Hoffa and his pals. Join us in getting the job done.

Sharing a Precious Moment With You

Phil Depietro
Local 773 delegate
Allentown, Pa.

Sometimes in the heat of battle, we fail to give proper recognition to those we politically oppose. Here's a true story of a random act of kindness that deserves to be recognized.

While at the IBT Convention, standing in line to vote, Billy Hogan found himself next to a sister who was collecting donations for the Detroit Newspaper Strikers. Hogan reached into his pocket and pulled out a rather

thick but neatly folded wad of money. He proceeded to put on a little dramatic act for the benefit of those watching, carefully peeling through the stack of fifties and twenties until he came to a one dollar bill.

Brother Hogan then took that one dollar, and with as much flair as he could display, and without any hesitation or self-regard, dropped it into the donation bucket.

Our hats are off to Billy Hogan for such an unselfish and humanitarian gesture.

Jimmy Hoffa Junior: Working Teamster or Friend of Employers?

The Ron Carey Campaign has recently published two reports which extensively document Hoffa Junior's ties to employers, corrupt forces, and organized crime figures in the Teamsters. In addition, the reports show that despite Junior's claim that he's been a "working Teamster all his life," he is a multi-millionaire who has never held a year-round full-time job as a working Teamster. The reports also examine Junior's history as a labor attorney, demonstrating Junior's pattern of working against democratic reform of the union, defending nepotism and favoritism, and working to deny Teamster members their rightful pension and disability benefits.

Copies of the reports are available from TDU (see order form below). Some highlights of the reports include:

Junior's Record of Fighting For Employers

Hoffa Jr.'s campaign is represented by the Detroit-based management-side law firm of Finkel, Whitefield, Selik, Raymond, Ferrara and Feldman. The senior partners of Finkel, Whitefield have represented Hoffa Jr. and his slate in dozens of matters, including cases before the Teamster Election Officer and the Appeals Master.

Finkel, Whitefield have an established, consistent record of working against the labor movement, including Teamster members and locals. The firm has helped employers to discharge employees unfairly, defended union busting, and worked against Teamster pension funds. The firm has even represented old guard Teamsters seeking to block democratic reform of the union.

Junior's Ties To

Organized Crime and Corruption

In 1991, Jim Hoffa Jr. traveled 600 miles from his home base in Detroit to Long Island, N.Y., to serve as legal counsel for a Teamsters local associated with Nicholas "Nicky Black" Grancio, a reported captain in the Colombo crime family.

As legal counsel, Hoffa Jr. worked to reinstate the employment of two officers who had been banished from the union for their ties to Grancio.

Jimmy Hoffa Jr. was a business partner with mobster Allen Dorfman—the most important organized crime figure in Teamster history—in a high-risk loan company in New York City. Dorfman was the conduit for loans to the mob from the Teamsters' largest pension fund. His rip-off of the funds, by one estimate, cost members over \$385 million in bad loans and undercharges for loans to organized crime.

Up until 1991, Jim Hoffa Jr. was legal counsel for Local 283, a small local based in Wyandotte, Mich. Hoffa Jr. frequently touts his work for Local 283 on campaign flyers. Yet he neglects to mention that he chose to do Local 283's legal work even though the president, George Vitale, had convictions

for receiving illegal kickbacks from an employer and embezzling union funds. In addition, in 1991 Vitale was suspended from the Teamsters for five years for again stealing union funds.

From 1991 through 1994, Jim Hoffa, Jr. put his legal training to work for the Michigan Conference of Teamsters Health and Welfare Fund, a \$100 million trust fund in Detroit whose last two directors are currently serving prison terms. While Hoffa Jr. worked at the fund, the executive director was convicted of receiving \$460,000 in illegal kickbacks, and the trustees of the fund were forced by the U.S. Department of Labor to pay \$725,000 in restitution to the fund for excessive meal, entertainment, travel and administrative expenses, including golf outings, tabs at adult clubs featuring nude dancing, and luxury automobiles.

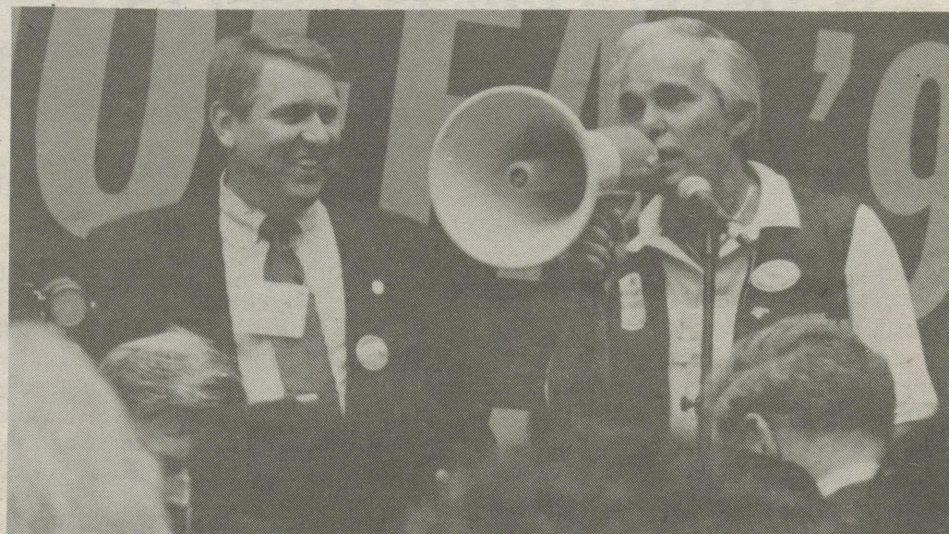
A key Jim Hoffa Jr. campaign aide is Mike Bane, president of Local 614 in Pontiac, Mich. Bane has been convicted for stealing union funds, and has been under investigation by federal authorities for ties to the Detroit Mafia. When Bane was questioned by federal law enforcement investigators on his mob ties, Hoffa Jr. served as his attorney.

In his campaign, Hoffa Jr. proclaims his opposition to "expensive IBT perks" and high salaries for Teamster officials. Yet for many years, Hoffa Jr. received a \$16,000-a-year retainer from the corrupt Central Conference of Teamsters. The Central Conference—one of four U.S. Area Conferences—was eliminated in 1994 by Ron Carey as part of his effort to eliminate the multiple salaries and pensions of Teamster officers, and to cut back on lavish spending and waste.

Two of Junior's key spokespersons—Richard Leebove and George Geller—were active propagandists and organizers for convicted felon and political extremist Lyndon LaRouche. LaRouche, convicted for credit card fraud, has a history of supporting mob elements in the Teamsters, and advancing bizarre conspiracy theories. Leebove and Geller have made a career out of supporting corrupt elements and mob-linked Teamsters against rank-and-file reformers. Leebove was an editor and publisher of the newsletter of an anti-reform group called BLAST. BLAST was identified in a 1986 report of the President's Commission on Organized Crime as engaged in violence and intimidation against Teamster reformers.

Only a few weeks after his father's disappearance, Jim Hoffa Jr. tried to recover his father's hidden investments in several Pennsylvania coal mines. The investments involved associates of Hoffa Sr. with mob ties and a history of ripping off the Teamsters Central States Pension Fund.

Jim Hoffa Jr. served as a go-between for Hoffa Sr. and mob figures. In 1974, Hoffa Jr. met with Tony Giacalone, a Detroit mob associate who was recently indicted along with 16 other mem-



Jimmy Hoffa Junior, left, with running mate Billy Hogan Junior at a rally outside the Teamster Convention in Philadelphia.

bers of the Detroit Mafia. The purpose of the meeting was to patch up a feud between Hoffa Sr. and Tony Provenzano, a captain in the Genovese organized-crime family who had been appointed to the Teamsters General Executive Board by Hoffa Sr. Hoffa Jr. met again with Giacalone, and his brother Vito (also indicted in the crackdown on the Detroit mob) in his law offices in 1975 to "clear the air" between Hoffa Sr. and Tony Provenzano.

According to Hoffa Sr.'s lawyer, Frank Ragano, he collected \$5,000 each from Mafia bosses Santo Trafficante and Carlos Marcello as a wedding present to Jim Hoffa Jr.

Junior's Legal Career: A Record of Screwing Teamsters

As an attorney for Local 337 and the Michigan Conference of Teamsters Welfare Fund, Hoffa Jr. and his law firm worked to deny Teamster members their rightful pension and disability benefits.

As an attorney for Detroit locals, Hoffa Jr. worked against out-of-work Teamster members who lost their seniority rights in agreements negotiated by Teamster officials seeking to protect the jobs of their relatives or to punish outspoken members.

Hoffa Jr. represented a group of

entrenched officers at Local 707 in Long Island, N.Y., who refused to leave office after they lost an election to a group of reformers seeking to rid the local of mob influence. A federal judge singled out Hoffa's behavior as "irresponsible and thoughtless," and called the actions of the Hoffa-backed incumbents an "affront to the rank-and-file of the Local Union" and an "embarrassment to the entire IBT."

Jimmy Hoffa Junior: A Rank-And-File Teamster?

Unlike most "working Teamsters," Jim Hoffa, Jr. inherited over \$2.4 million from his father's estate. Part of the estate included over \$800,000 that Hoffa Jr. successfully recovered from Hoffa Sr.'s stake in the Teamsters Retirement and Family Protection Plan, a pension plan paid for by the IBT for Teamster officers and staff. In addition, the \$2.4 million included proceeds from a coal mine investment made by Hoffa Sr. (and recovered by Hoffa, Jr.) with mob-linked investors, and the sale of a Florida condo financed with Teamsters pension fund money. The Florida property was the site of a scheme for which Hoffa Sr. was convicted for misusing \$20 million of Teamster pension fund money.

Is this the man to lead our union into the 21st century?

GET THE FACTS

Copies of **Hoffa Junior: His Record of Ties to Employers** and **Jimmy Hoffa Junior: A Study of His Connections to Corrupt Elements in the Labor Movement**, published by the Ron Carey Campaign, are available from TDU.

Donations appreciated, and will be forwarded to the campaign. Please make checks payable to the Ron Carey Campaign. (No donations accepted from employers or union funds.)

Please send me:

☐ **Hoffa Junior: His Record of Ties to Employers**

☐ **Jimmy Hoffa Junior: A Study of His Connections to Corrupt Elements in the Labor Movement**

Name _____

Address _____

City _____ State _____ Zip _____

Return to : TDU, P.O. Box 10128, Detroit, Mich. 48210

LETTERS FROM OUR MEMBERS

No Mob Rule!

I have been a Teamster for over 18 years. I can honestly say I have been proud of my membership each and every day of those 18 years with the exception of Monday, July 15, 1996, the opening day of the IBT Convention. That is the day Hoffa Junior supporters brought the convention to a standstill for more than four hours by their totally rude, shameful, and at times very vulgar conduct.

It started when boos from Hoffa supporters could be heard during the National Anthem and continued through the opening invocation, and into a moment of silence for our deceased brothers and sisters.

In the afternoon, Hoffa supporters made it impossible for Senator Arlen Specter to give his prepared speech. They had chanting mob leaders organized by radio contact standing in front of the guest section egging on their disruptive behavior.

I am afraid that if Hoffa Junior were to be elected, mob rule would be the order of the day. General President Carey and his supporters at the convention should be very proud of themselves for the way they held their ground while Hoffa Junior and his camp attempted to gut the IBT Constitution and strip away the powers of the International.

If we want this great union to continue to grow and be a strong force in the labor movement, then we need a strong International and we need a strong General President, and that is exactly what we have in Ron Carey. He maintained control of himself and the convention at all times under the most difficult conditions that you could ever imagine.

If we want the Teamsters union to continue to be the greatest union in the world we have to all get out and hit the campaign trail hard in support of the whole Carey slate. Don't let the opposition intimidate you as they tried and failed at the convention. Spread the word—we don't want mob rule, we want Ron Carey for five more years.

Dave Dunn
Convention alternate delegate
Local 828, UPS
Mason City, Iowa

Oklahoma City Members Say No to Junior Hoffa

Junior Hoffa came to Oklahoma City for a rally on July 27, along with fellow slate members T.C. Stone, president of Dallas Local 745 and Phil Young, president of Kansas City Local 41, and also Coleman Davis of Tulsa Local 523, Charles Mosqueda of Wichita, Kans., Local 795 and Jerry McCown of Amarillo, Texas, Local 577.

Junior's supporters had been advertising and selling tickets to the rally for over two months. Days before the event they were frantically

trying to give away the \$10 tickets. Many Local 886 members flatly refused.

Hoffa claimed an attendance of over 700 in a Hoffagram, but the local paper reported only 300. Many of these 300 were bused in from other cities.

Junior gave an uninspiring speech and spent most of his time desperately trying to raise funds for his dwindling support as a candidate.

Get the message Junior: the members in Oklahoma City will not accept corruption and mob rule.

Scott Cunningham
Local 886, Roadway
Oklahoma City

Appalled by Wsol Reinstatement

All UPS Teamsters will be appalled by the actions of the Hoffa convention delegates to reinstate a blacklisted like Frank Wsol. The Hoffa delegates sent a message to the members that they see nothing wrong with conspiring with the employer to end a Teamster member's career for the simple reason that he or she opposes them politically.

This kind of blatant disregard for justice only reinforces what we have seen for years—old guard Teamsters and UPS management are more than willing to compromise their integrity and the entire grievance system in order to keep their power in the union.

It's now up to us, the rank and file. Let's turn the old guard back and put the Ron Carey Slate back in for five more years.

Gary Clark
Convention delegate
Local 243, UPS
Detroit

Hoffa Disruptions Hurt Members

I was elected as a rank and file delegate to the 25th Teamster Convention. I was elected because I support Ron Carey's agenda for the future of our union.

Because of the efforts of some Hoffa supporters, I was not able to do the job I was elected to do. It was apparent from the beginning that the Hoffa forces were not at the convention to represent their members, but to disrupt and attempt to take control of the convention.

I witnessed first hand how Junior's cry babies worked. They first complained about not having enough debate, so President Carey agreed to more debate. Then they whined about too much debate. They wanted the proceedings to move faster, but held time-consuming floor demonstrations and made baseless points of order.

The 30-page packet of amendments put forward by Hoffa supporters would have virtually destroyed our union. You couldn't

have chopped up our constitution any more if you'd run it through a paper shredder. One of the most damaging parts was their strike fund proposal, which would have taken money out of the the union's budget to support a strike fund, leaving nothing for education, corporate campaigns, contract research or organizing.

I am in full agreement with Carey's plan to convene a Special Convention after the general election. This should eliminate the hostile political environment we just experienced.

Appeals and grievances should not be settled at the convention. It is unfair to the appellant as well as the delegates to try to sort out right from wrong based on a five-minute report. I fully support an appeals process for members who feel they were unjustly punished, but not at a politically charged convention.

I wish to apologize to all Teamsters for the actions of some rowdy delegates. The members suffered as a result of the disruptive actions of the Hoffa supporters.

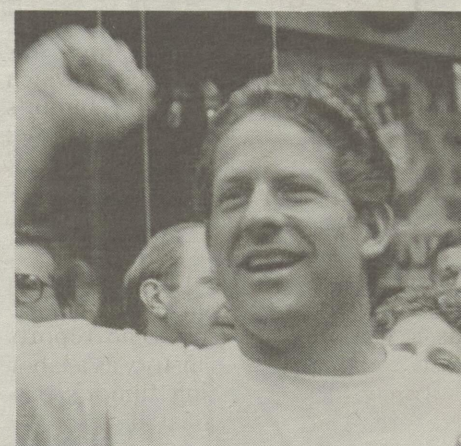
Jim Waggoner
Convention delegate
Local 327, Kroger
Nashville

Car Rental Members No Longer Forgotten

As an employee of Hertz in Orlando, Fla., some 15-plus years, I was pleased to see the interview with Tom Gilmartin in the June/July issue of *Convoy Dispatch*. I was interested in what he had to say about national agreements with corporations such as Hertz. The members who work in the car rental industry were overlooked by past leadership. Since we elected new leadership in 1991, car rental members are getting the help we need from the International to fight back against these worldwide corporate giants.

My local union requested assistance from the International to work with us at the bargaining table so that we could have added strength to take on Hertz. The members, along with the local union and the International, were united, and we presented a new face to the corporation. We improved the existing contract and reduced the progression rates for the incoming work force. Often our future members are not protected, which is a mistake. Florida is a "right to work" state, and we do not encourage new hires to join in the labor movement if we sell them down the river to provide for ourselves. Our local has fought hard to bring new members in, and now we are able to accomplish this with a contract that we are proud of, that provides for everybody. The members at Hertz in Orlando are proud to be Teamsters.

Mark Ritter
Local 385, Hertz
Orlando, Fla.



Plug in Now! Attend Convention

Steve MacDonald
Local 490, Lucky driver
Vacaville, Calif.

Finally, after years of working on reforms in our union, we have seen Ron Carey's administration standing up for members.

As a delegate to the 25th Teamster Convention held in July, I witnessed first-hand that the old guard is still alive. To continue our needed reforms and win in '96 we need to plug in now and get involved.

The best way to plug in is to attend the TDU Convention, Oct. 11-13 in St. Louis. You will meet Teamsters young and old who have given much in our reform efforts. You can help our reform efforts continue.

We Must Organize

I have only 11 more months to go to retirement, but I think it's a shame that in just a few more years there may be no more unionized freight companies. Unless we all start a hard, concerted effort to organize, there will be no more freight division in the Teamsters.

Harold Miles
Local 549, Yellow Freight
Afton, Tenn.

TDU Meets

BAY AREA

Saturday, Sept. 14
10 a.m.
Call (510) 653-3865 for information.

MINNESOTA TDU

Sunday, Sept. 15
1:30
Broadway Pizza
W. Broadway and W. River Rd.
Minneapolis

SAN JOAQUIN VALLEY

Saturday, Sept. 7
2119 Topeka St.
Riverbank, Calif.

SOUTHERN CALIFORNIA

Sunday, Oct. 6
9 a.m.
VFW Hall
101 S. Main St.
Pomona, Calif.

1996 TDU RANK & FILE CONVENTION

**Oct. 11-13
Henry VIII
Hotel
St. Louis**

The Future of Our Union

Active Teamsters from across North America will gather in St. Louis on Oct. 11-13 for the 21st annual TDU Rank & File Convention.

Our union's future, reflected in the late fall election for International officers, will of course be foremost on everyone's mind. We will discuss our plans to reach every Teamster with the message of reform and to get out the vote. But

we will also discuss our union's future in broader terms: the kind of active union we want to become, the direction of the entire labor movement in North America and how we can influence it, and how we can finally rid our union of the old guard elements that remain.

We will also prepare ourselves to take on the employers. We will meet in educational workshops and jurisdictional meetings to learn our rights, share strategies that work, and develop networks. We will share ideas on getting more Teamsters involved in our union and how to build TDU.

The convention will also elect our International Steering Committee to lead us through the coming year.

Concerned about the future of our union? Want to be a part of making history? Register now!



Meet Candidates for International Office

General President Ron Carey (pictured above at a rally at the Teamster Convention) will address the convention Saturday evening. Many other members of the Ron Carey Slate will also be in attendance to address the body, participate in workshops and jurisdictional meetings, and to meet and talk with active Teamsters from across the continent.

Convention Information

PLACE: Henry VIII Hotel, 4690 N. Lindbergh, St. Louis. All sessions will take place in the hotel.

The hotel is located five minutes from Lambert International Airport.

Hotel features include jogging trail, sauna, whirlpool and indoor swimming pool. Shuttle service is available to nearby attractions. All guest rooms include refrigerators.

Use the form at right to reserve guest rooms through TDU at our special group rate.

TIME: The convention will begin at 1 p.m. on Friday, Oct. 11, and close at 3 p.m. on Sunday.

TRANSPORTATION: Free 24-hour shuttle service between the airport and Henry VIII Hotel. Follow signs to ground transportation and use courtesy phone to call for pick up.

If driving, the hotel is located on Lindbergh (U.S. 67) one-half mile north of I-70 and one mile south of I-270. Ample free outdoor parking.

CHILDCARE will be arranged if needed for a small fee, but you must contact the TDU office no later than Sept. 20.

QUESTIONS? Call the TDU office at (313) 842-2600.

TDU Rank & File Convention, Oct. 11-13

REGISTER NOW!

Postmark your registration no later than Sept. 20 and receive \$10 discount (\$5 if for one day). See below for travel discounts that may also apply.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone _____ Company _____

If registering for others please include same info.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program (cash bar extra).

of people
Fri., Sat. & Sun. \$150 x _____ = _____
Sat. & Sun. \$105 x _____ = _____
Sat. only \$75 x _____ = _____

Total Registration Cost = _____

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$69 per night (all taxes included), either single or double. If sharing cost of room, please indicate other party.

_____ single room
_____ double room with (_____)

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

of nights x \$69 = Housing Cost = _____

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to *Convoy Dispatch*.

☐ \$35—one-year membership
☐ \$85—three-year membership
☐ \$20—spouses, retirees and Teamsters grossing under \$17,000

Membership Cost = _____

TOTAL COSTS = _____

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

_____ \$10 if postmarked by Sept. 20 (\$5 if one day)
_____ \$10 travel over 500 miles one way
_____ \$20 travel over 800 miles one way

Total Discount = _____

Cost Minus Discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

Visa/Mastercard # _____ Exp. date _____ / _____

Signature _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Return to: TDU, Box 10128, Detroit, Mich. 48210